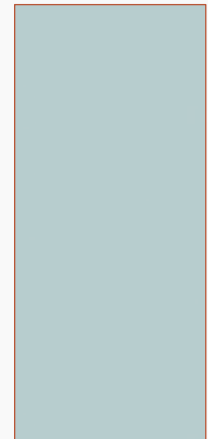


# THE “NUTS AND BOLTS” OF THE MARKET YEAR

BOALT BOOT CAMP - 8/9/13



# THE JOB TALK PAPER

- Revise
- Sending the paper to a concentric circle of reviewers
  - The inner circle of trusted members of your “team”
  - Revise
  - The circle of faculty members at your home institution
  - Revise
  - The circle of faculty members that are experts in your field
  - Revise
- Send it to schools upon request (usually have a 1-2 week grace period)

# THE JOB TALK PRESENTATION

- Moot, moot, and moot some more
- Key to the moot: being forced to answer questions (preferably those of the challenging sort)
- Moot to different audiences (experts, non-experts, non-lawyers)

# PRACTICE THE “PITCH”

- 30-second
- 2-minute
- 5-minute

# PRACTICE AALS INTERVIEW

- Be prepared to answer the typical AALS interview questions:
  - 1 Tell me about your job talk paper.
  - 2 What's next after the job talk?
  - 3 Tell me about your research agenda.
  - 4 Why do you want to be a law professor?
  - 5 What classes you would most like to teach and why?
  - 6 How would you go about teaching [*insert course / doctrine / case here*]?
  - 7 Why are you leaving (not going into) law practice?

# PRACTICE AALS INTERVIEW

- 8 What kind of public service activities are you engaged in?
- 9 Where do you see yourself in ten years? (As scholar; as citizen?)
- 10 What was your favorite class (or professor) in law school and why?
- 11 What are your personal interests and hobbies?

Practice the AALS interviews with members of the “team” and with someone you find intimidating

# THE PACKET

- What is their purpose?
- What should you include in them?
- To whom should you send them? In what form?
- When should you send them?
- What do they get you?

# NETWORKING/GETTING YOURSELF ON THE RADAR

- Contact who you know in the academy
- Contact friends of your references/professors at home institution
- Contact friends of the friends of your references/professors at home institution
- What should you say when you contact them?



# WHEN THE PHONE RINGS

- Answer it...unless you can't talk.
- Be excited even if you have no idea where the school is or how it is ranked. Don't ask where the school is.
- Ask whether you are being considered for a particular “slot”
- Scheduling
  - Pre-AALS Interviews? Skype/Video-conferencing?
  - Pre-AALS job talks?
- Research the school
- Update your references
- How many is too many? How few is too few?

# IF THE PHONE DOES NOT RING

- Do not panic! Calls can continue up until the eve of the conference
- Continue to network and ask your references to network on your behalf
- Send update emails to schools where you sent targeted packets (e.g. article placement news)
- Be patient and continue revising your job talk paper

# VAP/FELLOWSHIP MARKET

- The back-up plan – VAP/Fellowship Applications
- Whether/when to apply?
  - Past two years, approximately 69% of hirees had VAPs or fellowships
  - Opportunity cost/re-location challenges
  - Avoiding exploitative VAPs

# THE HIRING CONFERENCE

- Bring energy and passion
- Know your paper and everything else that you have written.
- Style over substance?
- Be ready to respond to the ten questions
- Be prepared to ask questions

# POST-HIRING CONFERENCE

- Think about and discuss with your references the proper timing and order of job talks
- Return phone call the day you receive it even if you aren't able to decide on the exact timing of the job talk
- Prepare travel plans and send the committee revised job talk paper
- Ask the committee member about the schedule and when you will have a sense of who you will be meeting with.
  - Decide whether dinner before or after the job talk is preferable for you
- Ask again whether you are being considered for a particular slot (if you don't already know)
- Tell your references to let other schools that you are interested in know about your job talks

# POST-HIRING CONFERENCE

- If the phone does not ring
  - Don't panic! Calls for job talks will be made all the way through January
  - Put your references to work contacting schools
  - Send schools that you interviewed with a revised job talk paper
  - Don't give up but start to consider the back-up plan (VAPs/ Fellowships)

# THE CALL-BACK

- Typical schedule
  - Day 1 – Arrive; dinner with faculty (2-6 faculty members)
  - Day 2
    - Morning: Office Interviews 2-3 interviews ranging from 30 minutes to an hour (1-6 faculty members) – usually focused on CV, research agenda, teaching interests
    - Noon: Eat lunch – can ask to eat after job talk, but you might not have time to eat (make sure they save you some food!)
    - 12:30 - Job talk – 20 minute talk, 40-60 minute Q&A
    - Afternoon: Office Interviews 2-3 interviews ranging from 30 minutes to an hour (1-6 faculty members) – usually focused on job talk

# THE CALL-BACK AND BEYOND

- Do your thing. You are ready!
- Wear suits at all events – dinner, interview, etc.
- Take the office interviews very seriously even when they don't feel that serious. Do your best to keep conversations on track.
- Do not get too high or too low after the job talk – finish the day strong
- Post-Job Talk
  - Contact hiring chair to get a sense of the timeline for a decision
  - Be patient as the process plays out



# THE OFFER STAGE

- Offer
  - Do a visit – does the culture of the school and location fit you and your family? Get all the details of the offer (deadline for making a decision, teaching expectations, scholarship expectations, pay, housing stipend, etc.).
  - Inform references and other more preferable schools about the offer
- No offer
  - Many schools will not send rejection letters
  - Can force a school's hand by asking them for a decision prior to another offer expiration (if you have in one hand)
  - Be gracious (never want to burn a bridge to a potential lateral opportunity)